


ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Adding Part 4 (New Physician Pay Plan) to Section 6.08 related to Physician specialties, Management Physician compensation, and Management Physician Schedule Tables;
- Adding and establishing seven (7) Management and two (2) non-management Physician classifications; and
- Changing the salaries of 21 Management Physician and 6 non-management classifications.

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By 
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HSM:asv

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ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code,
relating to the New Management Physician Pay Plan.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Part 4 (New Management Physician Pay Plan) is hereby added to
Chapter 6.08 (Step Pay Plan) to read as follows:

Part 4

NEW MANAGEMENT PHYSICIAN PAY PLAN

Sections:

6.08.400	Title of provisions.
6.08.410	Definitions.
6.08.415	New management physician pay plan general provisions.
6.08.420	Applicable provisions and exclusions.
6.08.425	Management physician E pay schedules.
6.08.430	Transition to new management physician pay plan.
6.08.435	Salary upon initial appointment.
6.08.440	Step advances after appointment.
6.08.445	Special provisions.
6.08.450	Special credits.
6.08.455	Occasional physician services.
6.08.460	Date of step advances and credits.
6.08.465	Paid leave for travel and continuing medical education.
6.08.470	Compensation limitations.

SECTION 2. Section 6.08.400 is hereby added to read as follows:

6.08.400 Title of provisions.

This Part 4 of Chapter 6.08 shall be known as the “New Management Physician Pay Plan.” There will continue to be a Part 2 “Physician Pay Plan” under which Management Physicians currently receiving a stipend through a medical school affiliation agreement will be compensated. As each new affiliation agreement is approved and signed, the Physicians affected by that newly signed agreement will be compensated pursuant to the Part 4 “New Management Physician Pay Plan.”

SECTION 3. Section 6.08.410 is hereby added to read as follows:

6.08.410 Definitions.

A. “Affiliation Agreement” means an agreement between the County and a medical school.

B. “Demotion” means a decrease in salary or a reduction from the E schedule to the D schedule.

C. “Experience as a Physician” means all Physician experience except:

1. Experience as an intern; and
2. Experience in a residency necessary as a prerequisite to assignment in a medical specialty.

D. “Full Day” means an additional work assignment performed or work product produced outside the employee’s normal work schedule which, when considered in the aggregate, is determined by the department head to be substantially

equivalent to a full days work assignment or work product. A Full Day also means one full work or paid leave day.

E. "Internship" means the first year of postgraduate medical training.

F. "Management Physician" means any Physician classification listed in Section 6.08.425 B.

G. "Physician" means any Management Physician classification listed in Section 6.08.425 B.

H. "Promotion" means an increase in salary or an increase from the D schedule to the E schedule. A promotion sets a new step anniversary date.

I. "Residency" means the period of postgraduate specialized medical training subsequent to the internship.

J. "Resident" means a Physician in the second and subsequent years of postgraduate specialized medical training.

K. "Standby duty" means an off-duty period during which a Physician is on-call and:

1. Available for immediate return to work via contact by telephone or electronic paging device or by such other means as may be approved by the appointing power; or

2. Away from the Physician's regular work site but engaged in a telephone consultation or other actual work as a direct consequence of said on-call status.

SECTION 4. Section 6.08.415 is hereby added to read as follows:

6.08.415 New Management Physician pay plan general provisions.

A. Persons employed on any position whose salary is based on the Management Physician E Tables provided for in Section 6.26.040 of this code shall be compensated pursuant to the applicable provisions of Part 4 of this chapter and shall be placed on and moved to steps within the appropriate E range schedules as set forth in Sections 6.08.425, 6.08.435, and 6.08.440.

B. The Management Physician E Tables provided in Section 6.26.040 shall apply to positions compensated pursuant to those tables on the effective date shown for each table.

SECTION 5. Section 6.08.420 is hereby added to read as follows:

6.08.420 Applicable provisions and exclusions.

A. Physicians and Dental Directors shall be compensated pursuant to the provisions of this Part 4 unless excluded by the following subsection or by the terms of a specific provision within this Part 4.

SECTION 6. Section 6.08.425 is hereby added to read as follows:

6.08.425 Management Physician E pay schedules.

A. Compensation of Physicians: Management Physicians (Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the indicated schedules of the effective Management E Schedule:

Medical Specialty	5455 & 5476 Phys. Spec.	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
01 Anesthesiology	D24	E26	E27	E28	E29
02 Dermatology	D19	E21	E22	E23	E24
03 Emergency Medicine	D17	E19	E20	E21	E22
04 Family Practice	D06	E08	E09	E10	E11
05 Int Med-General/ Endocrinology	D05	E07	E08	E09	E10
06 Int Med-Cardiology (Invasive)	D20	E22	E23	E24	E25
07 Int Med-Cardiology (Non- Invasive)	D09	E11	E12	E13	E14
08 Int Med-Critical Care	D17	E19	E20	E21	E22
09 Int Med-Gastro (Invasive)	D20	E22	E23	E24	E25
10 Int Med-Gastro (Non-Invasive)	D05	E07	E08	E09	E10
11 Int Med-Hematology/Oncology	D14	E16	E17	E18	E19
12 Int Med-Infectious Disease	D05	E07	E08	E09	E10
13 Int Med-Nephrology	D08	E10	E11	E12	E13
14 Int Med-Pulmonary (Invasive)	D10	E12	E13	E14	E15
15 Int Med-Pulmonary (Non- Invasive)	D05	E07	E08	E09	E10
16 Int Med-Rheumatology	D05	E07	E08	E09	E10
17 Neurology	D05	E07	E08	E09	E10
18 Nuclear Medicine	D15	E17	E18	E19	E20
19 ObGyn-General	D17	E19	E20	E21	E22
20 ObGyn-Gynecologic Oncology	D26	E28	E29	E30	E31
21 ObGyn-Maternal/Fetal Medicine	D21	E23	E24	E25	E26
22 Otolaryngology	D24	E26	E27	E28	E29
23 Pathology	D10	E12	E13	E14	E15
24 Pathology-Forensic	D14	E16	E17	E18	E19
25 Pediatrics	D04	E06	E07	E08	E09
26 Pediatrics - Neonatal/Critical Care	D14	E16	E17	E18	E19
27 Physical Medicine and Rehabilitation	D07	E09	E10	E11	E12
28 Preventive Medicine	D06	E08	E09	E10	E11
29 Psychiatry	D13	E15	E16	E17	E18
30 Radiology-General/Diagnostic	D27	E29	E30	E31	E32
31 Radiology-Vasc/Int Diagnostic	D30	E32	E33	E34	E35

		5455 & 5476 Phys. Spec.	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
	Medical Specialty					
32	Surgery-Cardio Thoracic	D30	E32	E33	E34	E35
33	Surgery-General	D24	E26	E27	E28	E29
34	Surgery-Neurological	D30	E32	E33	E34	E35
35	Surgery-Ophthalmology	D24	E26	E27	E28	E29
36	Surgery-Orthopedics	D30	E32	E33	E34	E35
37	Surgery-Pediatric	D30	E32	E33	E34	E35
38	Surgery-Plastic	D29	E31	E32	E33	E34
39	Surgery-Urologic	D24	E26	E27	E28	E29
40	Surgery-Vascular	D29	E31	E32	E33	E34

B. Compensation of Management Physicians and Dental Directors.

The following Management Physician and Dental Director classifications shall be compensated on the indicated schedule of the effective E Table as follows:

Item No.	Title	Schedule Number
4544	Chief Deputy Director, MD, Public Health Programs (UC)	26
4739	Chief Mental Health Psychiatrist	18
4776	Dental Director I	7
4777	Dental Director II	9
5489	Deputy Director, MD, Mental Health (UC)	24
4563	Deputy Director, MD, Public Health Programs	26
5463	Medical Director I	24
5461	Medical Director II	26
5448	Medical Director II, MD/Admin	26
5462	Medical Director II (UC)	26
5460	Medical Director III (UC)	28
4567	Medical Director, MD, Mental Health	24
4574	Medical Director, MD, Mental Health (UC)	24
4565	Medical Director, Public Health Programs	26
4577	Medical Director, Public Health Programs (UC)	26

Item No.	Title	Schedule Number
5492	Mental Health Clinical District Chief, MD	11
4737	Supervising Mental Health Psychiatrist	15

SECTION 7. Section 6.08.430 (Transition to new management physician pay plan) is hereby added to read as follows:

6.08.430 Transition to new management physician pay plan

A. Eligible Participants. Physicians and Dental Directors eligible for compensation pursuant to this Part 4 of Chapter 6.08 (the “New Management Physician Pay Plan”) shall be any Management Physician or Dental Director who is receiving no stipend from a medical school.

Each Physician and Dental Director who is eligible shall be compensated under the New Management Physician Pay Plan effective January 1, 2008 or the date the Physician or Dental Director meets the conditions set forth in said paragraphs, whichever occurs later.

B. Step Placement Upon Transition to New Management Physician Pay Plan. Each Physician or Dental Director who is eligible for the New Management Physician Pay Plan who, immediately prior to becoming eligible, received compensation pursuant to Part 2 of this Chapter 6.08 (the “Old Physician Pay Plan”), shall be initially placed in the designated Management Physician E pay range as follows:

1. Each such Physician or Dental Director who, immediately prior to becoming eligible for the New Management Physician Pay Plan, received a stipend

under a medical school affiliation agreement approved by the board of supervisors and in effect immediately prior to January 1, 2008 (an "Old Medical School Agreement") shall be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in pay. "Pay" for this purpose shall mean the sum of a) the monthly stipend received under the Old Medical School Agreement, and b) the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty or special rate received pursuant to Section 6.10.150C of this code. In no event shall any Physician simultaneously receive compensation under the New Management Physician Pay Plan and Section 6.10.150C of this code. In any case where such pay exceeds the top step of the designated Management Physician E schedule, the Physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and the top step of the designated Management Physician E schedule. Such special monthly rate shall constitute a base rate.

2. Each such Physician or Dental Director who, immediately prior to becoming eligible for the New Management Physician Pay Plan, received no stipend under an Old Medical School Affiliation Agreement shall be placed at the nearest step in the designated new Management Physician E range that does not result in a reduction in the Physician's regular monthly salary under the Old Physician Pay Plan exclusive of any bonus for board certification in a medical specialty.

3. Step placement pursuant to paragraph 1 or 2 above shall set a new

step anniversary date.

C. No Salary Below the Minimum of the Salary Range. In no event shall any Physician's or Dental Director's salary, exclusive of any bonus for board certification in a medical specialty, fall below the minimum of the designated Management Physician E range.

SECTION 8. Section 6.08.435 is hereby added to read as follows:

6.08.435 Salary upon initial appointment.

A. Management Physicians. Original appointment to these positions shall be at the rate designated as the first step, except in the case of transfer, demotion, promotion, or special step placement.

B. Dental Directors. Any person appointed to Dental Director I (Item No. 4776) or Dental Director II (Item No. 4777) who has less than one year of experience as a dentist, exclusive of an internship and residency, shall be placed on Step 3 of the applicable schedule. Any person so appointed who has at least two years' experience as a dentist, exclusive of an internship and residency, shall be placed one step higher in the range for each two years of such experience to a maximum of five additional steps.

C. Special Step Placement Provisions. At the request of the department head, the chief executive officer may approve the placement of any Physician or Dental Director compensated pursuant to this Part 4 at any step of the appropriate schedule of the Management Physician E Table.

D. Manpower Shortage Range. A manpower shortage range is an alternative range which is at least one schedule, but not more than ten schedules, above the salary

schedule established for a Physician or Dental Director class in this Part 4 and any applicable monthly bonus which is established in this Part 4.

1. Determination of Range. When requested by the department head and the chief executive officer finds, after investigation, that a critical manpower shortage exists for certain positions within a Physician or Dental Director classification, he may approve the establishment of a manpower shortage range.

2. Establishment of Range. The chief executive officer may establish such a manpower shortage range by authorizing the appointment of persons to specific positions within a classification at the specific alternate manpower shortage range designated by the chief executive officer.

3. Application of Range. The range may apply to a permanent or temporary position, regardless of whether it is compensated on a monthly, daily, or hourly basis. The rate may apply to any type of appointment, such as original, promotion, or reinstatement, except an appointment resulting from an involuntary demotion.

4. Effect on Filled Positions. A person already employed in a position to which a manpower shortage range applies and whose base rate is less than the established range shall be advanced to the established range.

5. Step Advancement and Promotion. Persons receiving compensation pursuant to this section shall be entitled to step advancement and step placement upon promotion as designated by the chief executive officer.

6. Annual Review. At least once annually, the chief executive officer

shall review all manpower shortage ranges and may discontinue the authority to appoint persons to a manpower shortage range if he finds that a critical manpower shortage no longer exists and the needs of the county have been met. The current rate of pay of any person already employed shall not be affected by such discontinuation; however, further advancement shall be limited to that fixed by this Part 4 for his position.

7. Not a Base Rate. Manpower shortage ranges approved pursuant to this section do not constitute a base rate.

SECTION 9. Section 6.08.440 is hereby added to read as follows:

6.08.440 Step advances after appointment.

A. Any person appointed to a permanent position in a Management Physician or Dental Director classification listed in subsection B of Section 6.08.425 shall be advanced one step within the applicable range for each year of continuous service until the top step of the range is reached. Step advancement pursuant to this subsection A shall occur on the step anniversary date as defined in Section 6.08.460.

B. Notwithstanding subsection A of this section, any person for whom an “unsatisfactory,” “improvement needed,” “needs improvement meeting expectations,” or “failed to meet expectations” performance evaluation has been filed with the director of personnel shall not be granted a step advancement until a “competent” or better rating is filed.

C. Subsection A of this Section shall not be operative until the Chief Executive Officer adopts performance standards relating to Physician step advances.

SECTION 10. Section 6.08.445 is hereby added to read as follows:

6.08.445 Special provisions.

A. Manpower Shortage. When the chief executive officer finds, after investigation, that an existing or impending manpower shortage exists in a medical or surgical specialty, he or the board of supervisors may authorize the establishment of a recruitment rate for a position compensated pursuant to Section 6.08.425 which does not exceed twice the rate established for the position under Section 6.28.050 of this code.

B. Overtime Compensation.

1. Subject to the prior authorization by the chief executive officer, whenever it is medically required for a Physician or Dental Director to be assigned by his department head to perform overtime work in excess of his regular workweek or workday and such work is performed at a county medical facility, he shall be compensated at his straight-time rate as defined in Section 6.15.060 unless he qualifies for the rate set forth in paragraph 2 of this subsection B or in subsection A above. All overtime shall be recorded at the Management Physician's or Dental Director's regular work location even though the overtime may have been worked at some other work location. In such instances, the medical directors at both work locations shall agree in advance to the overtime at the second location. A Physician or Dental Director may be credited with one Full Day of compensatory time-off for each Full Day of pre-approved overtime worked, provided that no more Full Days of compensatory time-off may be accumulated by an employee at any one time than are authorized by regulations issued

by the chief executive officer.

2. Unused compensatory time off accrued during the period October 1, 1993 through June 30, 1994 shall be paid to the employee at the straight-time rate as defined in Section 6.15.060 in effect as of the date of payment, at the employee's option, on or after August 1, 1995, or upon termination from county service.

C. Standby Compensation. Whenever a Physician is assigned to standby duty as defined in Section 6.08.410 J, he shall receive \$7.30 per hour during said assignment. Such compensation shall constitute said Management Physician's total compensation during said assignment. Assignment to standby duty requires the prior annual authorization of the chief executive officer.

D. Special Compensation Limitations.

1. No combination of pay under the provisions of subsections C, and/or D of this section shall exceed 60 percent of a Physician's base monthly salary, calculated twice each month; once for the period of the first through the 15th of the month and once for the period of the 16th through the end of the month.

2. In no event shall a Physician receive compensation for overtime during a period of standby duty.

E. Promotion.

1. Any person employed in the classification of Physician Specialist, Senior Physician, Supervising Mental Health Psychiatrist, Chief Physician I, Chief Mental Health Psychiatrist, Chief Physician II, and Chief Physician III, who receives a promotion, as defined in Section 6.08.410 of this code, shall be placed on the step in

the range on the E Schedule for the higher-level classification that provides an increase in salary over the salary in the lower-level classification to which he was entitled based upon experience only, which is equivalent to the number of steps listed below:

Promotion	Steps
Physician Specialist to Senior Physician or Supervising Mental Health Psychiatrist	2
Physician Specialist to Chief Physician I or Chief Mental Health Psychiatrist	3
Physician Specialist to Chief Physician II	4
Physician Specialist to Chief Physician III	5
Senior Physician or Supervising Mental Health Psychiatrist to Chief Physician I or Chief Mental Health Psychiatrist	1
Senior Physician or Supervising Mental Health Psychiatrist to Chief Physician II	2
Chief Physician I or Chief Mental Health Psychiatrist to Chief Physician II	1
Senior Physician or Supervising Mental Health Psychiatrist to Chief Physician III	3
Chief Physician I or Chief Mental Health Psychiatrist to Chief Physician III	2
Chief Physician II to Chief Physician III	1

2. Physicians promoting to the classification of Deputy Director, MD, Mental Health or Deputy Director, MD, Mental Health (UC) shall receive an equivalent step increase as if promoted to a Chief Physician I.

3. All other persons promoted to a higher-level position in accordance

with the Physician Pay Plan shall be placed on the step in the appropriate E range which provides an increase in salary.

F. Reinstatement. When an employee is reinstated following separation from county service, he shall be initially step placed pursuant to the provisions of this Part 4 of Chapter 6.08 as if he were entering county service for the first time. The date of reinstatement shall set a new anniversary date.

G. Placement in Salary Range. By specific action, the board of supervisors or the chief executive officer may provide for salary placement of a Physician or Dental Director at any rate within the established Salary Range for the position which he holds.

SECTION 11. Section 6.08.450 is hereby added to read as follows:

6.08.450 Special credits.

A. Any persons appointed to the position of Senior Physician; Chief Physician I; Chief Physician II; Chief Physician III; and Mental Health Clinical District Chief, MD; who has obtained certification by the appropriate American Medical Specialty Board in the specialty to which he is assigned, shall receive additional compensation as follows:

1. Any person so appointed who, on June 30, 1979, was receiving credit for three additional steps for board certification pursuant to subsection A of Section 6.08.435 or subsection B of Section 6.08.440 of this Part 4 on said date and who has remained continuously assigned to the specialty for which said credit was granted shall receive a flat monthly bonus equal to 8.25 percent of the step on the

appropriate D or E Schedule to which he is entitled based upon experience. Such bonus shall only be given for certification in one specialty.

2. All other persons shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which they are entitled based upon experience. Such bonus shall only be given for certification in one specialty. Such compensation shall not be effective before the first day of the month in which the department head notifies the chief executive officer of his eligibility for such credit.

B. In lieu of obtaining certification by the American Board of Emergency Medicine, any person appointed on or before June 30, 1981, to the position of Senior Physician, Chief Physician I, Chief Physician II, or Chief Physician III, who is assigned to emergency medicine and has completed three years of specialized experience in emergency medicine, shall receive a flat monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which he is entitled based upon experience. In no event shall persons appointed to emergency medicine on or after July 1, 1981 receive a bonus pursuant to this subsection.

C. Any person appointed to the position of Medical Director I; Medical Director II; Medical Director II (UC); Medical Director II, MD/Administration; Medical Director III, M.D.; Medical Director III (UC); Medical Director, Juvenile Court Health Services; Medical Director, Health Services; Medical Director, Public Health Programs; Medical Director, Public Health Programs (UC); Medical Director, MD, Mental Health; and Medical Director, M.D., Mental Health (UC) shall receive a flat rate monthly bonus pursuant to one of the following:

1. For one year of experience in any residency, 2.75 percent of the step on the appropriate E Schedule to which he is entitled based upon experience;
2. For two years of experience in any residency, 5.5 percent of the step on the appropriate E Schedule to which he is entitled based upon experience;
3. For three or more years of experience in any residency, 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience.

D. A Physician in the department of health services or public health services who is assigned to act in the absence of the medical director of a hospital or the department of public health services shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which he is entitled based upon experience. No more than one such assignment may be made in each hospital or in the department of public health. Such assignment requires prior annual authorization of the Medical Director, MD, Health Services or Medical Director, Public Health Programs and the chief executive officer.

E. Any Physician who is appointed in accordance with this Part 4 of Chapter 6.08 who is assigned to work at Los Angeles High Desert Health System and who was so assigned prior to January 1, 1986, shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience; provided, however, that in no event shall a Physician receive said bonus if he is receiving compensation pursuant to Section 6.08.445 or 6.10.050.

F. A Physician employed as a Supervising Mental Health Psychiatrist or

Chief Mental Health Psychiatrist, who is continuously assigned to work in a county jail mental health facility supervising the evaluation and treatment of mental patients, during such assignment shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

G. Any person who ceases to be eligible for any credit provided in this Section 6.08.450 shall cease to receive said credit.

SECTION 12. Section 6.08.455 is hereby added to read as follows:

6.08.455 Occasional physician services.

A. Beginning on the effective date, a Physician employed as a Clinic Physician, MD (Item No. 5469) or Clinic Physician, MD (Per Session) (Item No. 5468) shall be compensated at the rates shown in the following table. A Physician shall not be compensated as a Clinic Physician, MD (Per Session) (Item No. 5468) at the session rate without prior approval of the department head. In no event shall the aggregate compensation of a Physician provided for in this subsection A exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Clinic Physician, MD (Item No. 5469) Rate for First 90 minutes of Assigned Shift	Clinic Physician, MD (Item No. 5469) Rate for Each Additional Hour of Assigned Shift	Clinic Physician, MD (Item No. 5468) per Session Rate	Annual Compensation Limit
January 1, 2006	\$125	\$63	\$283	\$42,675
October 1, 2006	\$130	\$66	\$294	\$44,382
September 1, 2007	\$169	\$86	\$382	\$55,478
January 1, 2008	\$174	\$89	\$393	\$57,142
January 1, 2009	\$179	\$92	\$405	\$58,856

B. Beginning on the effective date, a Physician employed as a Mental Health Consultant, MD (Item No. 5470) or a Consulting Specialist, MD (Item No. 5471) shall be compensated at the hourly rates shown in the following table, unless the department head has specifically authorized compensation on a per-session basis, in which case the Physician shall be compensated as a Mental Health Consultant, MD (Per Session)

(Item No. 5467) or a Consulting Specialist, MD (Per Session) (Item No. 5472) at the session rate shown in the table. In no event shall the aggregate compensation of a Physician provided for in this subsection B exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Hourly Rate for First Hour of Assigned Shift	Hourly Rate for the Second, Third and Fourth Hours of Assigned Shift	Hourly Rate for Fifth Hour of Assigned Shift	Hourly Rate for Each Consecutive Additional Hour of Assigned Shift	Session Rate for Item Nos. 5467 and 5472 Only	Annual Compensation Limit
January 1, 2006	\$125	\$63	\$125	\$63	\$314	\$59,372
October 1, 2006	\$130	\$66	\$130	\$66	\$327	\$61,747
September 1, 2007	\$169	\$86	\$169	\$86	\$425	\$80,271
January 1, 2008	\$174	\$89	\$174	\$89	\$438	\$82,679
January 1, 2009	\$179	\$92	\$179	\$92	\$451	\$85,160

C. Except as provided in subsections A and B of this section, any person employed on a temporary, hourly basis in the class of Physician, MD, Emergency Room (Item No. 5422) who is not on any other county item (except resident Physician or as approved in accordance with Section 6.08.470A) and who is assigned to work in a work area designated as an emergency room by the director of health services shall be compensated at the rate of \$84.00 per hour for all hours worked as a temporary, hourly Physician. Also, any person employed on a regular Physician item, or on an item approved in accordance with Section 6.08.470A, who performs overtime work in such an emergency room shall be compensated at the rate of \$84.00 per hour for all overtime

hours worked as a temporary, hourly Physician. If the director of health services finds that there is a shortage of emergency room physicians which threatens the public health or safety, with the approval of the chief executive officer, the director of health services may adjust the foregoing emergency room rate, or establish variable rates, as justified by the nature of the shortage by a percentage not to exceed 50 percent during the period of the emergency room physician shortage. Effective January 1, 2008, both rates will change to \$86.52 per hour. Effective January 1, 2009, the rate will change to \$89.12 per hour.

D. Whenever it is medically required for a Physician who is not being paid under any other provision of this plan to be employed at a county hospital to perform an emergency operation or provide emergency care to a patient, the Physician shall be compensated at a rate equivalent to the relative value scale for such services. For purposes of this provision, "relative value scale" means the Official Minimum Medical Fee Schedule for Service Rendered under the California Workers' Compensation Laws, October 1, 1966, with a unit value of \$6.50.

E. Prior Approval. Upon the request of the department head, compensation may be made to a Physician pursuant to this Section 6.08.455 with the prior written approval of the chief executive officer, except in the case of emergency when its use must be reported within 24 hours.

SECTION 13. Section 6.08.460 is hereby added to read as follows:

6.08.460 Date of step advances and credits.

A. A step advance anniversary date shall be the date that an employee, paid pursuant to this Part 4 of Chapter 6.08, last received a step advance. When a person's date for step advancement based on experience as described herein is between the first and the 15th of the month, such step advancement shall be made on the first day of that month, and if the date for said step advancement is between the 16th and the end of the month, such step advancement shall be made on the first of the following month.

B. Upon implementation of this New Management Physician Pay Plan, a step advance anniversary date shall be established that is one year from the date the Physician or Dental Director is transferred to the new plan. The step advance anniversary date for a Physician hired after the effective date of the new plan will be established in accordance with Section A of this provision 6.08.460.

C. When a person is to receive a credit for any reason described in Section 6.08.450, such credit shall be effective on the first of the month if eligibility for such credit is between the first and the 15th of the month, and shall be effective on the first of the following month if eligibility for such credit is between the 16th and the end of the month.

SECTION 14. Section 6.08.465 is hereby added to read as follows:

6.08.465 Paid leave for travel and continuing medical education.

A. Upon authorization of the chief executive officer, any Physician or Dental Director compensated under the New Management Physician Pay Plan shall be allowed time necessary to be absent from work at his regular pay to participate in seminars, conferences and other professional forums, provided such participation is otherwise in accordance with procedures established in the department of health services' Salary Only Travel Plan approved by the board of supervisors.

B. Notwithstanding the provisions of subsections A above, department provided in-service training shall not count towards the training day limitations on continuing medical education specified in those subsections; however, travel time to and from such continuing medical education shall be counted against those limitations on a day-for-day basis.

SECTION 15. Section 6.08.470 is hereby added to read as follows:

6.08.470 Compensation limitations.

A. Except as provided in subsection B of this section, persons paid in accordance with the provisions of this Part 4 of Chapter 6.08 shall not hold more than one county position, except as otherwise approved by the chief executive officer.

B. Any person employed as Physician Post Graduate (2nd year through 7th year) (Item No. 5411) or Supervisor of Residents, MD (Item 5415) may receive compensation pursuant to this Part 4 of Chapter 6.08 on the basis of employment on

more than one physician item; provided, however, that in no event shall said person receive compensation as a Clinic Physician, MD (Per Session) (Item No. 5468), Clinic Physician, MD (Item No. 5469), Mental Health Consultant, MD (Per Session) (Item No. 5467), Mental Health Consultant, MD (Item No. 5470), Consulting Specialist, MD (Item No. 5471) or Consulting Specialist, MD (Per Session) (Item No. 5472).

SECTION 16. Section 6.26.030 is hereby amended to read as follows:

6.26.030 Physician salary schedule. The rates of compensation set forth in the Physician P Schedule Tables, New Physician D Schedule Tables, Management Physician M Tables, New Management Physician E Tables and the Mental Health Psychiatrist B Range Table in Section 6.26.040 shall be applied pursuant to the provisions of Part 2 of Chapter 6.08 of this code. The rates in each table become effective on the date or dates given in the table.

SECTION 17. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table A to read as follows:

NEW PHYSICIAN PLAN D SCHEDULE TABLES

TABLE A

See Section 6.08.415 B
Physician D Schedule

Old Plan to New Plan Conversion

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	6,901	7,108	7,322	7,541	7,768	8,001	8,241	8,488	8,743	9,005	9,275	9,553	9,840	-	-	-	-	-	-	-
02	7,691	7,922	8,159	8,404	8,656	8,916	9,183	9,459	9,742	10,035	10,336	10,646	10,965	11,294	11,633	11,982	12,341	12,712	13,093	13,486
03	7,902	8,139	8,383	8,635	8,894	9,160	9,435	9,718	10,010	10,310	10,620	10,938	11,266	11,604	11,952	12,311	12,680	13,061	13,453	13,856
04	8,119	8,363	8,614	8,872	9,138	9,412	9,695	9,986	10,285	10,594	10,912	11,239	11,576	11,923	12,281	12,650	13,029	13,420	13,823	14,237
05	8,343	8,593	8,851	9,117	9,390	9,672	9,962	10,261	10,569	10,886	11,212	11,549	11,895	12,252	12,619	12,998	13,388	13,790	14,203	14,629
06	8,573	8,830	9,095	9,368	9,649	9,938	10,236	10,543	10,860	11,185	11,521	11,867	12,223	12,589	12,967	13,356	13,757	14,169	14,594	15,032
07	8,808	9,072	9,344	9,624	9,913	10,211	10,517	10,832	11,157	11,492	11,837	12,192	12,558	12,934	13,323	13,722	14,134	14,558	14,995	15,444
08	9,050	9,322	9,601	9,889	10,186	10,492	10,806	11,130	11,464	11,808	12,163	12,527	12,903	13,290	13,689	14,100	14,523	14,958	15,407	15,869
09	9,299	9,578	9,865	10,161	10,466	10,780	11,103	11,436	11,779	12,133	12,497	12,872	13,258	13,655	14,065	14,487	14,922	15,369	15,830	16,305
10	9,554	9,841	10,136	10,440	10,754	11,076	11,409	11,751	12,103	12,466	12,840	13,226	13,622	14,031	14,452	14,886	15,332	15,792	16,266	16,754
11	9,818	10,112	10,415	10,728	11,050	11,381	11,723	12,074	12,437	12,810	13,194	13,590	13,998	14,417	14,850	15,295	15,754	16,227	16,714	17,215
12	10,088	10,391	10,702	11,023	11,354	11,695	12,046	12,407	12,779	13,163	13,557	13,964	14,383	14,815	15,259	15,717	16,188	16,674	17,174	17,689
13	10,365	10,676	10,996	11,326	11,666	12,015	12,376	12,747	13,130	13,524	13,929	14,347	14,778	15,221	15,677	16,148	16,632	17,131	17,645	18,174
14	10,650	10,969	11,298	11,637	11,986	12,346	12,716	13,098	13,491	13,895	14,312	14,742	15,184	15,639	16,108	16,592	17,089	17,602	18,130	18,674
15	10,943	11,271	11,609	11,958	12,316	12,686	13,066	13,458	13,862	14,278	14,706	15,148	15,602	16,070	16,552	17,049	17,560	18,087	18,630	19,188
16	11,243	11,581	11,928	12,286	12,655	13,034	13,425	13,828	14,243	14,670	15,110	15,564	16,030	16,511	17,007	17,517	18,042	18,584	19,141	19,715
17	11,553	11,900	12,257	12,625	13,003	13,394	13,795	14,209	14,635	15,075	15,527	15,993	16,472	16,967	17,476	18,000	18,540	19,096	19,669	20,259
18	11,871	12,227	12,593	12,971	13,360	13,761	14,174	14,599	15,037	15,488	15,953	16,432	16,925	17,432	17,955	18,494	19,049	19,620	20,209	20,815
19	12,197	12,563	12,940	13,328	13,728	14,140	14,564	15,001	15,451	15,914	16,392	16,884	17,390	17,912	18,449	19,003	19,573	20,160	20,765	21,388
20	12,533	12,909	13,296	13,695	14,106	14,529	14,965	15,414	15,876	16,353	16,843	17,349	17,869	18,405	18,957	19,526	20,112	20,715	21,337	21,977
21	12,878	13,264	13,662	14,072	14,494	14,929	15,377	15,838	16,313	16,802	17,307	17,826	18,360	18,911	19,479	20,063	20,665	21,285	21,923	22,581
22	13,232	13,629	14,038	14,459	14,893	15,339	15,799	16,273	16,762	17,264	17,782	18,316	18,865	19,431	20,014	20,615	21,233	21,870	22,526	23,202
23	13,596	14,004	14,424	14,856	15,302	15,761	16,234	16,721	17,223	17,739	18,271	18,820	19,384	19,966	20,565	21,182	21,817	22,472	23,146	23,840

24	13,970	14,389	14,820	15,265	15,723	16,195	16,680	17,181	17,696	18,227	18,774	19,337	19,917	20,515	21,130	21,764	22,417	23,090	23,782	24,496
25	14,354	14,784	15,228	15,685	16,155	16,640	17,139	17,653	18,183	18,728	19,290	19,869	20,465	21,079	21,711	22,363	23,034	23,725	24,436	25,169
26	14,748	15,191	15,647	16,116	16,600	17,097	17,610	18,139	18,683	19,243	19,821	20,415	21,028	21,659	22,308	22,978	23,667	24,377	25,108	25,861
27	15,154	15,609	16,077	16,559	17,056	17,568	18,095	18,638	19,197	19,773	20,366	20,977	21,606	22,254	22,922	23,609	24,318	25,047	25,799	26,573
28	15,571	16,038	16,519	17,015	17,525	18,051	18,592	19,150	19,725	20,316	20,926	21,554	22,200	22,866	23,552	24,259	24,987	25,736	26,508	27,303
29	15,999	16,479	16,973	17,483	18,007	18,547	19,104	19,677	20,267	20,875	21,501	22,146	22,811	23,495	24,200	24,926	25,674	26,444	27,237	28,054
30	16,439	16,932	17,440	17,963	18,502	19,057	19,629	20,218	20,824	21,449	22,093	22,755	23,438	24,141	24,865	25,611	26,380	27,171	27,986	28,826
31	16,891	17,398	17,920	18,457	19,011	19,581	20,169	20,774	21,397	22,039	22,700	23,381	24,083	24,805	25,549	26,316	27,105	27,918	28,756	29,618
32	17,356	17,876	18,412	18,965	19,534	20,120	20,723	21,345	21,985	22,645	23,324	24,024	24,745	25,487	26,252	27,039	27,850	28,686	29,547	30,433
33	17,833	18,368	18,919	19,486	20,071	20,673	21,293	21,932	22,590	23,268	23,966	24,685	25,425	26,188	26,974	27,783	28,616	29,475	30,359	31,270
34	18,323	18,873	19,439	20,022	20,623	21,242	21,879	22,535	23,211	23,908	24,625	25,364	26,125	26,908	27,716	28,547	29,403	30,285	31,194	32,130
35	18,827	19,392	19,974	20,573	21,190	21,826	22,481	23,155	23,850	24,565	25,302	26,061	26,843	27,648	28,478	29,332	30,212	31,118	32,052	33,013
36	19,345	19,925	20,523	21,139	21,773	22,426	23,099	23,792	24,505	25,241	25,998	26,778	27,581	28,408	29,261	30,139	31,043	31,974	32,933	33,921
37	19,877	20,473	21,087	21,720	22,372	23,043	23,734	24,446	25,179	25,935	26,713	27,514	28,340	29,190	30,065	30,967	31,896	32,853	33,839	34,854
38	20,423	21,036	21,667	22,317	22,987	23,676	24,387	25,118	25,872	26,648	27,447	28,271	29,119	29,992	30,892	31,819	32,774	33,757	34,769	35,813
39	20,985	21,615	22,263	22,931	23,619	24,327	25,057	25,809	26,583	27,381	28,202	29,048	29,920	30,817	31,742	32,694	33,675	34,685	35,726	36,797
40	21,562	22,209	22,875	23,562	24,268	24,996	25,746	26,519	27,314	28,134	28,978	29,847	30,742	31,665	32,615	33,593	34,601	35,639	36,708	37,809

SECTION 18. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table B to read as follows:

NEW PHYSICIAN PLAN D SCHEDULE TABLES

TABLE B

See Section 6.08.415 B
Physician D Schedule

For the Period Commencing January 1, 2008

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	7,108	7,322	7,541	7,768	8,001	8,241	8,488	8,743	9,005	9,275	9,553	9,840	10,135	-	-	-	-	-	-	-
02	7,922	8,159	8,404	8,656	8,916	9,183	9,459	9,742	10,035	10,336	10,646	10,965	11,294	11,633	11,982	12,341	12,712	13,093	13,486	13,890
03	8,139	8,383	8,635	8,894	9,160	9,435	9,718	10,010	10,310	10,620	10,938	11,266	11,604	11,952	12,311	12,680	13,061	13,453	13,856	14,272
04	8,363	8,614	8,872	9,138	9,412	9,695	9,986	10,285	10,594	10,912	11,239	11,576	11,923	12,281	12,650	13,029	13,420	13,823	14,237	14,664
05	8,593	8,851	9,117	9,390	9,672	9,962	10,261	10,569	10,886	11,212	11,549	11,895	12,252	12,619	12,998	13,388	13,790	14,203	14,629	15,068
06	8,830	9,095	9,368	9,649	9,938	10,236	10,543	10,860	11,185	11,521	11,867	12,223	12,589	12,967	13,356	13,757	14,169	14,594	15,032	15,483
07	9,072	9,344	9,624	9,913	10,211	10,517	10,832	11,157	11,492	11,837	12,192	12,558	12,934	13,323	13,722	14,134	14,558	14,995	15,444	15,908
08	9,322	9,601	9,889	10,186	10,492	10,806	11,130	11,464	11,808	12,163	12,527	12,903	13,290	13,689	14,100	14,523	14,958	15,407	15,869	16,345
09	9,578	9,865	10,161	10,466	10,780	11,103	11,436	11,779	12,133	12,497	12,872	13,258	13,655	14,065	14,487	14,922	15,369	15,830	16,305	16,794
10	9,841	10,136	10,440	10,754	11,076	11,409	11,751	12,103	12,466	12,840	13,226	13,622	14,031	14,452	14,886	15,332	15,792	16,266	16,754	17,256
11	10,112	10,415	10,728	11,050	11,381	11,723	12,074	12,437	12,810	13,194	13,590	13,998	14,417	14,850	15,295	15,754	16,227	16,714	17,215	17,732
12	10,391	10,702	11,023	11,354	11,695	12,046	12,407	12,779	13,163	13,557	13,964	14,383	14,815	15,259	15,717	16,188	16,674	17,174	17,689	18,220
13	10,676	10,996	11,326	11,666	12,015	12,376	12,747	13,130	13,524	13,929	14,347	14,778	15,221	15,677	16,148	16,632	17,131	17,645	18,174	18,720
14	10,969	11,298	11,637	11,986	12,346	12,716	13,098	13,491	13,895	14,312	14,742	15,184	15,639	16,108	16,592	17,089	17,602	18,130	18,674	19,234
15	11,271	11,609	11,958	12,316	12,686	13,066	13,458	13,862	14,278	14,706	15,148	15,602	16,070	16,552	17,049	17,560	18,087	18,630	19,188	19,764
16	11,581	11,928	12,286	12,655	13,034	13,425	13,828	14,243	14,670	15,110	15,564	16,030	16,511	17,007	17,517	18,042	18,584	19,141	19,715	20,307
17	11,900	12,257	12,625	13,003	13,394	13,795	14,209	14,635	15,075	15,527	15,993	16,472	16,967	17,476	18,000	18,540	19,096	19,669	20,259	20,867
18	12,227	12,593	12,971	13,360	13,761	14,174	14,599	15,037	15,488	15,953	16,432	16,925	17,432	17,955	18,494	19,049	19,620	20,209	20,815	21,440
19	12,563	12,940	13,328	13,728	14,140	14,564	15,001	15,451	15,914	16,392	16,884	17,390	17,912	18,449	19,003	19,573	20,160	20,765	21,388	22,029
20	12,909	13,296	13,695	14,106	14,529	14,965	15,414	15,876	16,353	16,843	17,349	17,869	18,405	18,957	19,526	20,112	20,715	21,337	21,977	22,636
21	13,264	13,662	14,072	14,494	14,929	15,377	15,838	16,313	16,802	17,307	17,826	18,360	18,911	19,479	20,063	20,665	21,285	21,923	22,581	23,258
22	13,629	14,038	14,459	14,893	15,339	15,799	16,273	16,762	17,264	17,782	18,316	18,865	19,431	20,014	20,615	21,233	21,870	22,526	23,202	23,898
23	14,004	14,424	14,856	15,302	15,761	16,234	16,721	17,223	17,739	18,271	18,820	19,384	19,966	20,565	21,182	21,817	22,472	23,146	23,840	24,555

24	14,389	14,820	15,265	15,723	16,195	16,680	17,181	17,696	18,227	18,774	19,337	19,917	20,515	21,130	21,764	22,417	23,090	23,782	24,496	25,231
25	14,784	15,228	15,685	16,155	16,640	17,139	17,653	18,183	18,728	19,290	19,869	20,465	21,079	21,711	22,363	23,034	23,725	24,436	25,169	25,924
26	15,191	15,647	16,116	16,600	17,097	17,610	18,139	18,683	19,243	19,821	20,415	21,028	21,659	22,308	22,978	23,667	24,377	25,108	25,861	26,637
27	15,609	16,077	16,559	17,056	17,568	18,095	18,638	19,197	19,773	20,366	20,977	21,606	22,254	22,922	23,609	24,318	25,047	25,799	26,573	27,370
28	16,038	16,519	17,015	17,525	18,051	18,592	19,150	19,725	20,316	20,926	21,554	22,200	22,866	23,552	24,259	24,987	25,736	26,508	27,303	28,123
29	16,479	16,973	17,483	18,007	18,547	19,104	19,677	20,267	20,875	21,501	22,146	22,811	23,495	24,200	24,926	25,674	26,444	27,237	28,054	28,896
30	16,932	17,440	17,963	18,502	19,057	19,629	20,218	20,824	21,449	22,093	22,755	23,438	24,141	24,865	25,611	26,380	27,171	27,986	28,826	29,691
31	17,398	17,920	18,457	19,011	19,581	20,169	20,774	21,397	22,039	22,700	23,381	24,083	24,805	25,549	26,316	27,105	27,918	28,756	29,618	30,507
32	17,876	18,412	18,965	19,534	20,120	20,723	21,345	21,985	22,645	23,324	24,024	24,745	25,487	26,252	27,039	27,850	28,686	29,547	30,433	31,346
33	18,368	18,919	19,486	20,071	20,673	21,293	21,932	22,590	23,268	23,966	24,685	25,425	26,188	26,974	27,783	28,616	29,475	30,359	31,270	32,208
34	18,873	19,439	20,022	20,623	21,242	21,879	22,535	23,211	23,908	24,625	25,364	26,125	26,908	27,716	28,547	29,403	30,285	31,194	32,130	33,094
35	19,392	19,974	20,573	21,190	21,826	22,481	23,155	23,850	24,565	25,302	26,061	26,843	27,648	28,478	29,332	30,212	31,118	32,052	33,013	34,004
36	19,925	20,523	21,139	21,773	22,426	23,099	23,792	24,505	25,241	25,998	26,778	27,581	28,408	29,261	30,139	31,043	31,974	32,933	33,921	34,939
37	20,473	21,087	21,720	22,372	23,043	23,734	24,446	25,179	25,935	26,713	27,514	28,340	29,190	30,065	30,967	31,896	32,853	33,839	34,854	35,900
38	21,036	21,667	22,317	22,987	23,676	24,387	25,118	25,872	26,648	27,447	28,271	29,119	29,992	30,892	31,819	32,774	33,757	34,769	35,813	36,887
39	21,615	22,263	22,931	23,619	24,327	25,057	25,809	26,583	27,381	28,202	29,048	29,920	30,817	31,742	32,694	33,675	34,685	35,726	36,797	37,901
40	22,209	22,875	23,562	24,268	24,996	25,746	26,519	27,314	28,134	28,978	29,847	30,742	31,665	32,615	33,593	34,601	35,639	36,708	37,809	38,944

SECTION 19. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table C to read as follows:

NEW PHYSICIAN PLAN D SCHEDULE TABLES

TABLE C

See Section 6.08.415 B
Physician D Schedule

For the Period Commencing January 1, 2009

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	7,322	7,541	7,768	8,001	8,241	8,488	8,743	9,005	9,275	9,553	9,840	10,135	10,439	-	-	-	-	-	-	-
02	8,159	8,404	8,656	8,916	9,183	9,459	9,742	10,035	10,336	10,646	10,965	11,294	11,633	11,982	12,341	12,712	13,093	13,486	13,890	14,307
03	8,383	8,635	8,894	9,160	9,435	9,718	10,010	10,310	10,620	10,938	11,266	11,604	11,952	12,311	12,680	13,061	13,453	13,856	14,272	14,700
04	8,614	8,872	9,138	9,412	9,695	9,986	10,285	10,594	10,912	11,239	11,576	11,923	12,281	12,650	13,029	13,420	13,823	14,237	14,664	15,104
05	8,851	9,117	9,390	9,672	9,962	10,261	10,569	10,886	11,212	11,549	11,895	12,252	12,619	12,998	13,388	13,790	14,203	14,629	15,068	15,520
06	9,095	9,368	9,649	9,938	10,236	10,543	10,860	11,185	11,521	11,867	12,223	12,589	12,967	13,356	13,757	14,169	14,594	15,032	15,483	15,948
07	9,344	9,624	9,913	10,211	10,517	10,832	11,157	11,492	11,837	12,192	12,558	12,934	13,323	13,722	14,134	14,558	14,995	15,444	15,908	16,385
08	9,601	9,889	10,186	10,492	10,806	11,130	11,464	11,808	12,163	12,527	12,903	13,290	13,689	14,100	14,523	14,958	15,407	15,869	16,345	16,836
09	9,865	10,161	10,466	10,780	11,103	11,436	11,779	12,133	12,497	12,872	13,258	13,655	14,065	14,487	14,922	15,369	15,830	16,305	16,794	17,298
10	10,136	10,440	10,754	11,076	11,409	11,751	12,103	12,466	12,840	13,226	13,622	14,031	14,452	14,886	15,332	15,792	16,266	16,754	17,256	17,774
11	10,415	10,728	11,050	11,381	11,723	12,074	12,437	12,810	13,194	13,590	13,998	14,417	14,850	15,295	15,754	16,227	16,714	17,215	17,732	18,264
12	10,702	11,023	11,354	11,695	12,046	12,407	12,779	13,163	13,557	13,964	14,383	14,815	15,259	15,717	16,188	16,674	17,174	17,689	18,220	18,767
13	10,996	11,326	11,666	12,015	12,376	12,747	13,130	13,524	13,929	14,347	14,778	15,221	15,677	16,148	16,632	17,131	17,645	18,174	18,720	19,281
14	11,298	11,637	11,986	12,346	12,716	13,098	13,491	13,895	14,312	14,742	15,184	15,639	16,108	16,592	17,089	17,602	18,130	18,674	19,234	19,811
15	11,609	11,958	12,316	12,686	13,066	13,458	13,862	14,278	14,706	15,148	15,602	16,070	16,552	17,049	17,560	18,087	18,630	19,188	19,764	20,357
16	11,928	12,286	12,655	13,034	13,425	13,828	14,243	14,670	15,110	15,564	16,030	16,511	17,007	17,517	18,042	18,584	19,141	19,715	20,307	20,916
17	12,257	12,625	13,003	13,394	13,795	14,209	14,635	15,075	15,527	15,993	16,472	16,967	17,476	18,000	18,540	19,096	19,669	20,259	20,867	21,493
18	12,593	12,971	13,360	13,761	14,174	14,599	15,037	15,488	15,953	16,432	16,925	17,432	17,955	18,494	19,049	19,620	20,209	20,815	21,440	22,083
19	12,940	13,328	13,728	14,140	14,564	15,001	15,451	15,914	16,392	16,884	17,390	17,912	18,449	19,003	19,573	20,160	20,765	21,388	22,029	22,690
20	13,296	13,695	14,106	14,529	14,965	15,414	15,876	16,353	16,843	17,349	17,869	18,405	18,957	19,526	20,112	20,715	21,337	21,977	22,636	23,315
21	13,662	14,072	14,494	14,929	15,377	15,838	16,313	16,802	17,307	17,826	18,360	18,911	19,479	20,063	20,665	21,285	21,923	22,581	23,258	23,956
22	14,038	14,459	14,893	15,339	15,799	16,273	16,762	17,264	17,782	18,316	18,865	19,431	20,014	20,615	21,233	21,870	22,526	23,202	23,898	24,615
23	14,424	14,856	15,302	15,761	16,234	16,721	17,223	17,739	18,271	18,820	19,384	19,966	20,565	21,182	21,817	22,472	23,146	23,840	24,555	25,292

24	14,820	15,265	15,723	16,195	16,680	17,181	17,696	18,227	18,774	19,337	19,917	20,515	21,130	21,764	22,417	23,090	23,782	24,496	25,231	25,988
25	15,228	15,685	16,155	16,640	17,139	17,653	18,183	18,728	19,290	19,869	20,465	21,079	21,711	22,363	23,034	23,725	24,436	25,169	25,924	26,702
26	15,647	16,116	16,600	17,097	17,610	18,139	18,683	19,243	19,821	20,415	21,028	21,659	22,308	22,978	23,667	24,377	25,108	25,861	26,637	27,436
27	16,077	16,559	17,056	17,568	18,095	18,638	19,197	19,773	20,366	20,977	21,606	22,254	22,922	23,609	24,318	25,047	25,799	26,573	27,370	28,191
28	16,519	17,015	17,525	18,051	18,592	19,150	19,725	20,316	20,926	21,554	22,200	22,866	23,552	24,259	24,987	25,736	26,508	27,303	28,123	28,966
29	16,973	17,483	18,007	18,547	19,104	19,677	20,267	20,875	21,501	22,146	22,811	23,495	24,200	24,926	25,674	26,444	27,237	28,054	28,896	29,763
30	17,440	17,963	18,502	19,057	19,629	20,218	20,824	21,449	22,093	22,755	23,438	24,141	24,865	25,611	26,380	27,171	27,986	28,826	29,691	30,581
31	17,920	18,457	19,011	19,581	20,169	20,774	21,397	22,039	22,700	23,381	24,083	24,805	25,549	26,316	27,105	27,918	28,756	29,618	30,507	31,422
32	18,412	18,965	19,534	20,120	20,723	21,345	21,985	22,645	23,324	24,024	24,745	25,487	26,252	27,039	27,850	28,686	29,547	30,433	31,346	32,286
33	18,919	19,486	20,071	20,673	21,293	21,932	22,590	23,268	23,966	24,685	25,425	26,188	26,974	27,783	28,616	29,475	30,359	31,270	32,208	33,174
34	19,439	20,022	20,623	21,242	21,879	22,535	23,211	23,908	24,625	25,364	26,125	26,908	27,716	28,547	29,403	30,285	31,194	32,130	33,094	34,087
35	19,974	20,573	21,190	21,826	22,481	23,155	23,850	24,565	25,302	26,061	26,843	27,648	28,478	29,332	30,212	31,118	32,052	33,013	34,004	35,024
36	20,523	21,139	21,773	22,426	23,099	23,792	24,505	25,241	25,998	26,778	27,581	28,408	29,261	30,139	31,043	31,974	32,933	33,921	34,939	35,987
37	21,087	21,720	22,372	23,043	23,734	24,446	25,179	25,935	26,713	27,514	28,340	29,190	30,065	30,967	31,896	32,853	33,839	34,854	35,900	36,977
38	21,667	22,317	22,987	23,676	24,387	25,118	25,872	26,648	27,447	28,271	29,119	29,992	30,892	31,819	32,774	33,757	34,769	35,813	36,887	37,994
39	22,263	22,931	23,619	24,327	25,057	25,809	26,583	27,381	28,202	29,048	29,920	30,817	31,742	32,694	33,675	34,685	35,726	36,797	37,901	39,038
40	22,875	23,562	24,268	24,996	25,746	26,519	27,314	28,134	28,978	29,847	30,742	31,665	32,615	33,593	34,601	35,639	36,708	37,809	38,944	40,112

SECTION 20. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table A to read as follows:

NEW MANAGEMENT PHYSICIAN PLAN E SCHEDULE TABLES

TABLE A

See Section 6.08.415 B
Management Physician E Schedule

Old Plan to New Plan Conversion

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	7,323	7,542	7,769	8,002	8,242	8,489	8,744	9,006	9,276	9,554	9,841	10,136	-	-	-	-	-	-	-	-
02	8,160	8,405	8,657	8,916	9,184	9,459	9,743	10,036	10,337	10,647	10,966	11,295	11,634	11,983	12,342	12,713	13,094	13,487	13,892	14,308
03	8,384	8,636	8,895	9,162	9,437	9,720	10,012	10,312	10,621	10,940	11,268	11,606	11,954	12,313	12,682	13,063	13,455	13,858	14,274	14,702
04	8,615	8,874	9,140	9,414	9,697	9,988	10,287	10,596	10,914	11,241	11,578	11,926	12,283	12,652	13,032	13,422	13,825	14,240	14,667	15,107
05	8,852	9,118	9,392	9,673	9,964	10,262	10,570	10,887	11,214	11,550	11,897	12,254	12,622	13,000	13,390	13,792	14,206	14,632	15,071	15,523
06	9,096	9,369	9,650	9,939	10,237	10,545	10,861	11,187	11,522	11,868	12,224	12,591	12,968	13,358	13,758	14,171	14,596	15,034	15,485	15,950
07	9,345	9,626	9,915	10,212	10,518	10,834	11,159	11,494	11,839	12,194	12,559	12,936	13,324	13,724	14,136	14,560	14,997	15,447	15,910	16,387
08	9,602	9,890	10,187	10,493	10,807	11,132	11,466	11,810	12,164	12,529	12,905	13,292	13,691	14,101	14,524	14,960	15,409	15,871	16,347	16,838
09	9,866	10,162	10,467	10,781	11,105	11,438	11,781	12,135	12,499	12,874	13,260	13,658	14,067	14,489	14,924	15,372	15,833	16,308	16,797	17,301
10	10,138	10,442	10,755	11,078	11,410	11,753	12,105	12,468	12,842	13,228	13,625	14,033	14,454	14,888	15,335	15,795	16,268	16,756	17,259	17,777
11	10,417	10,729	11,051	11,383	11,724	12,076	12,438	12,811	13,195	13,591	13,999	14,419	14,852	15,297	15,756	16,229	16,716	17,217	17,734	18,266
12	10,704	11,025	11,356	11,696	12,047	12,409	12,781	13,164	13,559	13,966	14,385	14,816	15,261	15,719	16,190	16,676	17,176	17,692	18,222	18,769
13	10,998	11,328	11,668	12,018	12,378	12,750	13,132	13,526	13,932	14,350	14,780	15,224	15,681	16,151	16,635	17,135	17,649	18,178	18,723	19,285
14	11,300	11,639	11,988	12,347	12,718	13,099	13,492	13,897	14,314	14,743	15,186	15,641	16,111	16,594	17,092	17,604	18,133	18,677	19,237	19,814
15	11,611	11,959	12,318	12,687	13,068	13,460	13,864	14,280	14,708	15,149	15,604	16,072	16,554	17,051	17,562	18,089	18,632	19,191	19,766	20,359
16	11,930	12,288	12,656	13,036	13,427	13,830	14,245	14,672	15,112	15,566	16,033	16,514	17,009	17,519	18,045	18,586	19,144	19,718	20,310	20,919
17	12,258	12,626	13,005	13,395	13,797	14,211	14,637	15,076	15,529	15,995	16,474	16,969	17,478	18,002	18,542	19,098	19,671	20,261	20,869	21,495
18	12,595	12,973	13,363	13,763	14,176	14,602	15,040	15,491	15,956	16,434	16,927	17,435	17,958	18,497	19,052	19,623	20,212	20,818	21,443	22,086
19	12,942	13,330	13,730	14,142	14,566	15,003	15,453	15,917	16,394	16,886	17,393	17,914	18,452	19,005	19,576	20,163	20,768	21,391	22,032	22,693
20	13,297	13,696	14,107	14,530	14,966	15,415	15,878	16,354	16,845	17,350	17,871	18,407	18,959	19,528	20,114	20,717	21,338	21,979	22,638	23,317
21	13,663	14,073	14,495	14,930	15,378	15,839	16,314	16,804	17,308	17,827	18,362	18,913	19,480	20,065	20,667	21,287	21,925	22,583	23,261	23,958
22	14,039	14,460	14,894	15,341	15,801	16,275	16,763	17,266	17,784	18,318	18,867	19,433	20,016	20,617	21,235	21,872	22,528	23,204	23,900	24,617
23	14,425	14,858	15,303	15,763	16,235	16,722	17,224	17,741	18,273	18,821	19,386	19,967	20,567	21,184	21,819	22,474	23,148	23,842	24,557	25,294

24	14,822	15,266	15,724	16,196	16,682	17,182	17,698	18,229	18,776	19,339	19,919	20,517	21,132	21,766	22,419	23,092	23,784	24,498	25,233	25,990
25	15,229	15,686	16,157	16,641	17,141	17,655	18,184	18,730	19,292	19,871	20,467	21,081	21,713	22,365	23,036	23,727	24,438	25,172	25,927	26,705
26	15,648	16,117	16,601	17,099	17,612	18,140	18,685	19,245	19,822	20,417	21,030	21,661	22,310	22,980	23,669	24,379	25,110	25,864	26,640	27,439
27	16,078	16,561	17,058	17,569	18,096	18,639	19,198	19,774	20,368	20,979	21,608	22,256	22,924	23,612	24,320	25,050	25,801	26,575	27,372	28,193
28	16,520	17,016	17,527	18,052	18,594	19,152	19,726	20,318	20,928	21,555	22,202	22,868	23,554	24,261	24,989	25,738	26,511	27,306	28,125	28,969
29	16,975	17,484	18,009	18,549	19,105	19,678	20,269	20,877	21,503	22,148	22,813	23,497	24,202	24,928	25,676	26,446	27,240	28,057	28,898	29,765
30	17,442	17,965	18,504	19,059	19,631	20,220	20,826	21,451	22,095	22,757	23,440	24,143	24,868	25,614	26,382	27,173	27,989	28,828	29,693	30,584
31	17,921	18,459	19,013	19,583	20,171	20,776	21,399	22,041	22,702	23,383	24,085	24,807	25,551	26,318	27,108	27,921	28,758	29,621	30,510	31,425
32	18,414	18,966	19,535	20,122	20,725	21,347	21,987	22,647	23,326	24,026	24,747	25,489	26,254	27,042	27,853	28,689	29,549	30,436	31,349	32,289
33	18,920	19,488	20,073	20,675	21,295	21,934	22,592	23,270	23,968	24,687	25,428	26,190	26,976	27,785	28,619	29,477	30,362	31,273	32,211	33,177
34	19,441	20,024	20,625	21,243	21,881	22,537	23,213	23,910	24,627	25,366	26,127	26,911	27,718	28,549	29,406	30,288	31,197	32,133	33,097	34,090
35	19,975	20,575	21,192	21,828	22,482	23,157	23,852	24,567	25,304	26,063	26,845	27,651	28,480	29,335	30,215	31,121	32,055	33,016	34,007	35,027
36	20,525	21,140	21,775	22,428	23,101	23,794	24,508	25,243	26,000	26,780	27,583	28,411	29,263	30,141	31,045	31,977	32,936	33,924	34,942	35,990
37	21,089	21,722	22,373	23,045	23,736	24,448	25,182	25,937	26,715	27,517	28,342	29,192	30,068	30,970	31,899	32,856	33,842	34,857	35,903	36,980
38	21,669	22,319	22,989	23,678	24,389	25,120	25,874	26,650	27,450	28,273	29,121	29,995	30,895	31,822	32,776	33,760	34,773	35,816	36,890	37,997
39	22,265	22,933	23,621	24,330	25,059	25,811	26,586	27,383	28,205	29,051	29,922	30,820	31,745	32,697	33,678	34,688	35,729	36,801	37,905	39,042
40	22,877	23,564	24,271	24,999	25,749	26,521	27,317	28,136	28,980	29,850	30,745	31,668	32,618	33,596	34,604	35,642	36,711	37,813	38,947	40,115

SECTION 21. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table B to read as follows:

NEW MANAGEMENT PHYSICIAN PLAN E SCHEDULE TABLES

TABLE B

See Section 6.08.415 B
Management Physician E Schedule

For the Period Commencing January 1, 2008

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	7,542	7,769	8,002	8,242	8,489	8,744	9,006	9,276	9,554	9,841	10,136	10,440	-	-	-	-	-	-	-	-
02	8,405	8,657	8,916	9,184	9,459	9,743	10,036	10,337	10,647	10,966	11,295	11,634	11,983	12,342	12,713	13,094	13,487	13,892	14,308	14,738
03	8,636	8,895	9,162	9,437	9,720	10,012	10,312	10,621	10,940	11,268	11,606	11,954	12,313	12,682	13,063	13,455	13,858	14,274	14,702	15,143
04	8,874	9,140	9,414	9,697	9,988	10,287	10,596	10,914	11,241	11,578	11,926	12,283	12,652	13,032	13,422	13,825	14,240	14,667	15,107	15,560
05	9,118	9,392	9,673	9,964	10,262	10,570	10,887	11,214	11,550	11,897	12,254	12,622	13,000	13,390	13,792	14,206	14,632	15,071	15,523	15,989
06	9,369	9,650	9,939	10,237	10,545	10,861	11,187	11,522	11,868	12,224	12,591	12,968	13,358	13,758	14,171	14,596	15,034	15,485	15,950	16,428
07	9,626	9,915	10,212	10,518	10,834	11,159	11,494	11,839	12,194	12,559	12,936	13,324	13,724	14,136	14,560	14,997	15,447	15,910	16,387	16,879
08	9,890	10,187	10,493	10,807	11,132	11,466	11,810	12,164	12,529	12,905	13,292	13,691	14,101	14,524	14,960	15,409	15,871	16,347	16,838	17,343
09	10,162	10,467	10,781	11,105	11,438	11,781	12,135	12,499	12,874	13,260	13,658	14,067	14,489	14,924	15,372	15,833	16,308	16,797	17,301	17,820
10	10,442	10,755	11,078	11,410	11,753	12,105	12,468	12,842	13,228	13,625	14,033	14,454	14,888	15,335	15,795	16,268	16,756	17,259	17,777	18,310
11	10,729	11,051	11,383	11,724	12,076	12,438	12,811	13,195	13,591	13,999	14,419	14,852	15,297	15,756	16,229	16,716	17,217	17,734	18,266	18,814
12	11,025	11,356	11,696	12,047	12,409	12,781	13,164	13,559	13,966	14,385	14,816	15,261	15,719	16,190	16,676	17,176	17,692	18,222	18,769	19,332
13	11,328	11,668	12,018	12,378	12,750	13,132	13,526	13,932	14,350	14,780	15,224	15,681	16,151	16,635	17,135	17,649	18,178	18,723	19,285	19,864
14	11,639	11,988	12,347	12,718	13,099	13,492	13,897	14,314	14,743	15,186	15,641	16,111	16,594	17,092	17,604	18,133	18,677	19,237	19,814	20,408
15	11,959	12,318	12,687	13,068	13,460	13,864	14,280	14,708	15,149	15,604	16,072	16,554	17,051	17,562	18,089	18,632	19,191	19,766	20,359	20,970
16	12,288	12,656	13,036	13,427	13,830	14,245	14,672	15,112	15,566	16,033	16,514	17,009	17,519	18,045	18,586	19,144	19,718	20,310	20,919	21,547
17	12,626	13,005	13,395	13,797	14,211	14,637	15,076	15,529	15,995	16,474	16,969	17,478	18,002	18,542	19,098	19,671	20,261	20,869	21,495	22,140
18	12,973	13,363	13,763	14,176	14,602	15,040	15,491	15,956	16,434	16,927	17,435	17,958	18,497	19,052	19,623	20,212	20,818	21,443	22,086	22,749
19	13,330	13,730	14,142	14,566	15,003	15,453	15,917	16,394	16,886	17,393	17,914	18,452	19,005	19,576	20,163	20,768	21,391	22,032	22,693	23,374
20	13,696	14,107	14,530	14,966	15,415	15,878	16,354	16,845	17,350	17,871	18,407	18,959	19,528	20,114	20,717	21,338	21,979	22,638	23,317	24,017
21	14,073	14,495	14,930	15,378	15,839	16,314	16,804	17,308	17,827	18,362	18,913	19,480	20,065	20,667	21,287	21,925	22,583	23,261	23,958	24,677
22	14,460	14,894	15,341	15,801	16,275	16,763	17,266	17,784	18,318	18,867	19,433	20,016	20,617	21,235	21,872	22,528	23,204	23,900	24,617	25,356
23	14,858	15,303	15,763	16,235	16,722	17,224	17,741	18,273	18,821	19,386	19,967	20,567	21,184	21,819	22,474	23,148	23,842	24,557	25,294	26,053

24	15,266	15,724	16,196	16,682	17,182	17,698	18,229	18,776	19,339	19,919	20,517	21,132	21,766	22,419	23,092	23,784	24,498	25,233	25,990	26,770
25	15,686	16,157	16,641	17,141	17,655	18,184	18,730	19,292	19,871	20,467	21,081	21,713	22,365	23,036	23,727	24,438	25,172	25,927	26,705	27,506
26	16,117	16,601	17,099	17,612	18,140	18,685	19,245	19,822	20,417	21,030	21,661	22,310	22,980	23,669	24,379	25,110	25,864	26,640	27,439	28,262
27	16,561	17,058	17,569	18,096	18,639	19,198	19,774	20,368	20,979	21,608	22,256	22,924	23,612	24,320	25,050	25,801	26,575	27,372	28,193	29,039
28	17,016	17,527	18,052	18,594	19,152	19,726	20,318	20,928	21,555	22,202	22,868	23,554	24,261	24,989	25,738	26,511	27,306	28,125	28,969	29,838
29	17,484	18,009	18,549	19,105	19,678	20,269	20,877	21,503	22,148	22,813	23,497	24,202	24,928	25,676	26,446	27,240	28,057	28,898	29,765	30,658
30	17,965	18,504	19,059	19,631	20,220	20,826	21,451	22,095	22,757	23,440	24,143	24,868	25,614	26,382	27,173	27,989	28,828	29,693	30,584	31,502
31	18,459	19,013	19,583	20,171	20,776	21,399	22,041	22,702	23,383	24,085	24,807	25,551	26,318	27,108	27,921	28,758	29,621	30,510	31,425	32,368
32	18,966	19,535	20,122	20,725	21,347	21,987	22,647	23,326	24,026	24,747	25,489	26,254	27,042	27,853	28,689	29,549	30,436	31,349	32,289	33,258
33	19,488	20,073	20,675	21,295	21,934	22,592	23,270	23,968	24,687	25,428	26,190	26,976	27,785	28,619	29,477	30,362	31,273	32,211	33,177	34,172
34	20,024	20,625	21,243	21,881	22,537	23,213	23,910	24,627	25,366	26,127	26,911	27,718	28,549	29,406	30,288	31,197	32,133	33,097	34,090	35,112
35	20,575	21,192	21,828	22,482	23,157	23,852	24,567	25,304	26,063	26,845	27,651	28,480	29,335	30,215	31,121	32,055	33,016	34,007	35,027	36,078
36	21,140	21,775	22,428	23,101	23,794	24,508	25,243	26,000	26,780	27,583	28,411	29,263	30,141	31,045	31,977	32,936	33,924	34,942	35,990	37,070
37	21,722	22,373	23,045	23,736	24,448	25,182	25,937	26,715	27,517	28,342	29,192	30,068	30,970	31,899	32,856	33,842	34,857	35,903	36,980	38,089
38	22,319	22,989	23,678	24,389	25,120	25,874	26,650	27,450	28,273	29,121	29,995	30,895	31,822	32,776	33,760	34,773	35,816	36,890	37,997	39,137
39	22,933	23,621	24,330	25,059	25,811	26,586	27,383	28,205	29,051	29,922	30,820	31,745	32,697	33,678	34,688	35,729	36,801	37,905	39,042	40,213
40	23,564	24,271	24,999	25,749	26,521	27,317	28,136	28,980	29,850	30,745	31,668	32,618	33,596	34,604	35,642	36,711	37,813	38,947	40,115	41,319

SECTION 22. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table C to read as follows:

NEW MANAGEMENT PHYSICIAN PLAN E SCHEDULE TABLES

TABLE C

See Section 6.08.415 B
Management Physician E Schedule

For the Period Commencing January 1, 2009

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	7,769	8,002	8,242	8,489	8,744	9,006	9,276	9,554	9,841	10,136	10,440	10,754	-	-	-	-	-	-	-	-
02	8,657	8,916	9,184	9,459	9,743	10,036	10,337	10,647	10,966	11,295	11,634	11,983	12,342	12,713	13,094	13,487	13,892	14,308	14,738	15,180
03	8,895	9,162	9,437	9,720	10,012	10,312	10,621	10,940	11,268	11,606	11,954	12,313	12,682	13,063	13,455	13,858	14,274	14,702	15,143	15,598
04	9,140	9,414	9,697	9,988	10,287	10,596	10,914	11,241	11,578	11,926	12,283	12,652	13,032	13,422	13,825	14,240	14,667	15,107	15,560	16,027
05	9,392	9,673	9,964	10,262	10,570	10,887	11,214	11,550	11,897	12,254	12,622	13,000	13,390	13,792	14,206	14,632	15,071	15,523	15,989	16,468
06	9,650	9,939	10,237	10,545	10,861	11,187	11,522	11,868	12,224	12,591	12,968	13,358	13,758	14,171	14,596	15,034	15,485	15,950	16,428	16,921
07	9,915	10,212	10,518	10,834	11,159	11,494	11,839	12,194	12,559	12,936	13,324	13,724	14,136	14,560	14,997	15,447	15,910	16,387	16,879	17,385
08	10,187	10,493	10,807	11,132	11,466	11,810	12,164	12,529	12,905	13,292	13,691	14,101	14,524	14,960	15,409	15,871	16,347	16,838	17,343	17,863
09	10,467	10,781	11,105	11,438	11,781	12,135	12,499	12,874	13,260	13,658	14,067	14,489	14,924	15,372	15,833	16,308	16,797	17,301	17,820	18,355
10	10,755	11,078	11,410	11,753	12,105	12,468	12,842	13,228	13,625	14,033	14,454	14,888	15,335	15,795	16,268	16,756	17,259	17,777	18,310	18,860
11	11,051	11,383	11,724	12,076	12,438	12,811	13,195	13,591	13,999	14,419	14,852	15,297	15,756	16,229	16,716	17,217	17,734	18,266	18,814	19,378
12	11,356	11,696	12,047	12,409	12,781	13,164	13,559	13,966	14,385	14,816	15,261	15,719	16,190	16,676	17,176	17,692	18,222	18,769	19,332	19,912
13	11,668	12,018	12,378	12,750	13,132	13,526	13,932	14,350	14,780	15,224	15,681	16,151	16,635	17,135	17,649	18,178	18,723	19,285	19,864	20,460
14	11,988	12,347	12,718	13,099	13,492	13,897	14,314	14,743	15,186	15,641	16,111	16,594	17,092	17,604	18,133	18,677	19,237	19,814	20,408	21,021
15	12,318	12,687	13,068	13,460	13,864	14,280	14,708	15,149	15,604	16,072	16,554	17,051	17,562	18,089	18,632	19,191	19,766	20,359	20,970	21,599
16	12,656	13,036	13,427	13,830	14,245	14,672	15,112	15,566	16,033	16,514	17,009	17,519	18,045	18,586	19,144	19,718	20,310	20,919	21,547	22,193
17	13,005	13,395	13,797	14,211	14,637	15,076	15,529	15,995	16,474	16,969	17,478	18,002	18,542	19,098	19,671	20,261	20,869	21,495	22,140	22,804
18	13,363	13,763	14,176	14,602	15,040	15,491	15,956	16,434	16,927	17,435	17,958	18,497	19,052	19,623	20,212	20,818	21,443	22,086	22,749	23,431
19	13,730	14,142	14,566	15,003	15,453	15,917	16,394	16,886	17,393	17,914	18,452	19,005	19,576	20,163	20,768	21,391	22,032	22,693	23,374	24,075
20	14,107	14,530	14,966	15,415	15,878	16,354	16,845	17,350	17,871	18,407	18,959	19,528	20,114	20,717	21,338	21,979	22,638	23,317	24,017	24,737
21	14,495	14,930	15,378	15,839	16,314	16,804	17,308	17,827	18,362	18,913	19,480	20,065	20,667	21,287	21,925	22,583	23,261	23,958	24,677	25,417
22	14,894	15,341	15,801	16,275	16,763	17,266	17,784	18,318	18,867	19,433	20,016	20,617	21,235	21,872	22,528	23,204	23,900	24,617	25,356	26,116
23	15,303	15,763	16,235	16,722	17,224	17,741	18,273	18,821	19,386	19,967	20,567	21,184	21,819	22,474	23,148	23,842	24,557	25,294	26,053	26,835

24	15,724	16,196	16,682	17,182	17,698	18,229	18,776	19,339	19,919	20,517	21,132	21,766	22,419	23,092	23,784	24,498	25,233	25,990	26,770	27,573
25	16,157	16,641	17,141	17,655	18,184	18,730	19,292	19,871	20,467	21,081	21,713	22,365	23,036	23,727	24,438	25,172	25,927	26,705	27,506	28,331
26	16,601	17,099	17,612	18,140	18,685	19,245	19,822	20,417	21,030	21,661	22,310	22,980	23,669	24,379	25,110	25,864	26,640	27,439	28,262	29,110
27	17,058	17,569	18,096	18,639	19,198	19,774	20,368	20,979	21,608	22,256	22,924	23,612	24,320	25,050	25,801	26,575	27,372	28,193	29,039	29,910
28	17,527	18,052	18,594	19,152	19,726	20,318	20,928	21,555	22,202	22,868	23,554	24,261	24,989	25,738	26,511	27,306	28,125	28,969	29,838	30,733
29	18,009	18,549	19,105	19,678	20,269	20,877	21,503	22,148	22,813	23,497	24,202	24,928	25,676	26,446	27,240	28,057	28,898	29,765	30,658	31,578
30	18,504	19,059	19,631	20,220	20,826	21,451	22,095	22,757	23,440	24,143	24,868	25,614	26,382	27,173	27,989	28,828	29,693	30,584	31,502	32,447
31	19,013	19,583	20,171	20,776	21,399	22,041	22,702	23,383	24,085	24,807	25,551	26,318	27,108	27,921	28,758	29,621	30,510	31,425	32,368	33,339
32	19,535	20,122	20,725	21,347	21,987	22,647	23,326	24,026	24,747	25,489	26,254	27,042	27,853	28,689	29,549	30,436	31,349	32,289	33,258	34,256
33	20,073	20,675	21,295	21,934	22,592	23,270	23,968	24,687	25,428	26,190	26,976	27,785	28,619	29,477	30,362	31,273	32,211	33,177	34,172	35,198
34	20,625	21,243	21,881	22,537	23,213	23,910	24,627	25,366	26,127	26,911	27,718	28,549	29,406	30,288	31,197	32,133	33,097	34,090	35,112	36,166
35	21,192	21,828	22,482	23,157	23,852	24,567	25,304	26,063	26,845	27,651	28,480	29,335	30,215	31,121	32,055	33,016	34,007	35,027	36,078	37,160
36	21,775	22,428	23,101	23,794	24,508	25,243	26,000	26,780	27,583	28,411	29,263	30,141	31,045	31,977	32,936	33,924	34,942	35,990	37,070	38,182
37	22,373	23,045	23,736	24,448	25,182	25,937	26,715	27,517	28,342	29,192	30,068	30,970	31,899	32,856	33,842	34,857	35,903	36,980	38,089	39,232
38	22,989	23,678	24,389	25,120	25,874	26,650	27,450	28,273	29,121	29,995	30,895	31,822	32,776	33,760	34,773	35,816	36,890	37,997	39,137	40,311
39	23,621	24,330	25,059	25,811	26,586	27,383	28,205	29,051	29,922	30,820	31,745	32,697	33,678	34,688	35,729	36,801	37,905	39,042	40,213	41,419
40	24,271	24,999	25,749	26,521	27,317	28,136	28,980	29,850	30,745	31,668	32,618	33,596	34,604	35,642	36,711	37,813	38,947	40,115	41,319	42,559

SECTION 23. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table M to read as follows:

PHYSICIAN P SCHEDULE TABLES

TABLE M

See Section 6.08.415 B
Physician P Schedule

For the Period Commencing January 1, 2008

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
01	7,108	7,303	7,504	7,710	7,922	8,140	8,364	8,594	8,830	9,073	9,323	9,579	N/A
02	7,922	8,140	8,364	8,593	8,830	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970
03	8,140	8,364	8,593	8,830	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271
04	8,364	8,593	8,830	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581
05	8,593	8,830	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900
06	8,830	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227
07	9,072	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564
08	9,323	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909
09	9,578	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264
10	9,842	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629
11	10,113	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004
12	10,391	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389
13	10,676	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785
14	10,970	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192
15	11,271	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610
16	11,581	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610	16,039
17	11,900	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610	16,039	16,480
18	12,227	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610	16,039	16,480	16,933
19	12,564	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610	16,039	16,480	16,933	17,399
20	12,909	13,264	13,629	14,004	14,389	14,785	15,192	15,610	16,039	16,480	16,933	17,399	17,877

SECTION 24. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table N to read as follows:

PHYSICIAN P SCHEDULE TABLES

TABLE N

See Section 6.08.415 B
Physician P Schedule

For the Period Commencing January 1, 2009

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
01	7,321	7,522	7,729	7,941	8,160	8,384	8,615	8,852	9,095	9,345	9,603	9,866	N/A
02	8,160	8,384	8,615	8,851	9,095	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299
03	8,384	8,615	8,851	9,095	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609
04	8,615	8,851	9,095	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928
05	8,851	9,095	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257
06	9,095	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594
07	9,344	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941
08	9,603	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296
09	9,865	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662
10	10,137	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038
11	10,416	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424
12	10,703	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821
13	10,996	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229
14	11,299	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648
15	11,609	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078
16	11,928	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078	16,520
17	12,257	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078	16,520	16,974
18	12,594	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078	16,520	16,974	17,441
19	12,941	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078	16,520	16,974	17,441	17,921
20	13,296	13,662	14,038	14,424	14,821	15,229	15,648	16,078	16,520	16,974	17,441	17,921	18,413

SECTION 25. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table J to read as follows:

MANAGEMENT PHYSICIAN M SCHEDULE TABLES

TABLE J

See Section 6.08.415 B
Management Physician M Schedule

For the Period Commencing January 1, 2008

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
01	7,543	7,749	7,962	8,182	8,407	8,639	8,874	9,120	9,370	9,628	9,892	10,165	N/A
02	8,405	8,636	8,873	9,118	9,369	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639
03	8,636	8,873	9,118	9,369	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959
04	8,873	9,118	9,369	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288
05	9,118	9,369	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626
06	9,369	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973
07	9,625	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330
08	9,890	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696
09	10,162	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074
10	10,442	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460
11	10,730	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858
12	11,025	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267
13	11,328	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686
14	11,639	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117
14 A	13,251	13,616	13,989	14,375	14,770	15,176	15,593	16,022	16,464	16,916	17,381	17,859	18,349
15	11,959	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560
16	12,288	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560	17,016
17	12,626	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560	17,016	17,484
18	12,973	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560	17,016	17,484	17,965
19	13,330	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560	17,016	17,484	17,965	18,459
20	13,696	14,074	14,460	14,858	15,267	15,686	16,117	16,560	17,016	17,484	17,965	18,459	18,966

SECTION 26. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to add Table K to read as follows:

MANAGEMENT PHYSICIAN M SCHEDULE TABLES

TABLE K

See Section 6.08.415 B
Management Physician M Schedule

For the Period Commencing January 1, 2009

Monthly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
01	7,769	7,981	8,201	8,428	8,659	8,898	9,141	9,393	9,651	9,917	10,189	10,470	N/A
02	8,657	8,895	9,140	9,391	9,650	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988
03	8,895	9,140	9,391	9,650	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318
04	9,140	9,391	9,650	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657
05	9,391	9,650	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005
06	9,650	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362
07	9,914	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730
08	10,187	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107
09	10,467	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496
10	10,755	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894
11	11,051	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303
12	11,356	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725
13	11,668	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156
14	11,988	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601
14 A	13,648	14,024	14,409	14,806	15,213	15,631	16,061	16,502	16,957	17,423	17,903	18,395	18,900
15	12,318	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057
16	12,657	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057	17,526
17	13,005	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057	17,526	18,009
18	13,362	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057	17,526	18,009	18,504
19	13,730	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057	17,526	18,009	18,504	19,012
20	14,107	14,496	14,894	15,303	15,725	16,156	16,601	17,057	17,526	18,009	18,504	19,012	19,535

SECTION 27. Section 6.28.050 (Tables of classes of positions with salary schedule and level) is hereby amended to add the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL
<u>5457</u>	<u>CHIEF PHYSICIAN I</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5458</u>	<u>CHIEF PHYSICIAN II</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5459</u>	<u>CHIEF PHYSICIAN III</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5463</u>	<u>MEDICAL DIRECTOR I</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5461</u>	<u>MEDICAL DIRECTOR,II</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5462</u>	<u>MEDICAL DIRECTOR,II(UC)</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5460</u>	<u>MEDICAL DIRECTOR,III(UC)</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5456</u>	<u>SENIOR PHYSICIAN</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5474</u>	<u>PHYSICIAN, MD (NON MEGA FLEX)</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>D02</u> <u>N42</u> <u>D02</u>
<u>5455</u>	<u>PHYSICIAN SPECIALIST (MEGA FLEX)</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>
<u>5476</u>	<u>PHYSICIAN SPECIALIST (NON MEGA FLEX)</u>	<u>01/01/2008</u> <u>01/01/2009</u>	<u>N42</u> <u>N42</u>

SECTION 28. Section 6.28.050 (Tables of classes of positions with salary schedule and level) is hereby amended to change the salaries of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
4544	CHF DEP DIR,MD,HS PUB HLTH PROG(UC)	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	<u>E26</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E26</u>
4739	CHIEF MENTAL HEALTH PSYCHIATRIST	01/01/2006	N19	M14
		10/01/2006	N19	M14
		<u>01/01/2008</u>	<u>N42</u>	<u>E18</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E18</u>
5479	CHIEF PHYSICIAN I,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N19</u>	
		<u>01/01/2009</u>	<u>N19</u>	
5480	CHIEF PHYSICIAN II,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N19</u>	
		<u>01/01/2009</u>	<u>N19</u>	
5481	CHIEF PHYSICIAN III,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N19</u>	
		<u>01/01/2009</u>	<u>N19</u>	
5469	CLINIC PHYSICIAN,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	
5468	CLINIC PHYSICIAN,MD(PER SESSION)	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	

5471	CONSULTING SPECIALIST,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	
5472	CONSULTING SPECIALIST,MD(PER SESS)	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	
4776	DENTAL DIRECTOR I	01/01/2006	N19	M03
		10/01/2006	N19	M03
		<u>01/01/2008</u>	<u>N42</u>	<u>E07</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E07</u>
4777	DENTAL DIRECTOR II	01/01/2006	N19	M05
		10/01/2006	N19	M05
		<u>01/01/2008</u>	<u>N42</u>	<u>E09</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E09</u>
4563	DEPY DIR, MD,PUBLIC HEALTH PROGRAMS	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N19</u>	<u>E26</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>E26</u>
5489	DEP DIRECTOR,MD,MENTAL HEALTH(UC)	01/01/2006	N19	M08
		10/01/2006	N19	M08
		<u>01/01/2008</u>	<u>N19</u>	<u>E24</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>E24</u>
5447	MEDICAL DIRECTOR I,MD	01/01/2006	N19	M08
		10/01/2006	N19	M08
		<u>01/01/2008</u>	<u>N19</u>	<u>M08</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>M08</u>
5449	MEDICAL DIRECTOR II,MD	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N19</u>	<u>M11</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>M11</u>
5448	MEDICAL DIRECTOR II,MD/ADMIN	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N19</u>	<u>M11</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>M11</u>

5450	MEDICAL DIRECTOR II,MD(UC)	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N19</u>	<u>M11</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>M11</u>
5452	MEDICAL DIRECTOR III,MD(UC)	01/01/2006	N19	M12
		10/01/2006	N19	M12
		<u>01/01/2008</u>	<u>N19</u>	<u>M12</u>
		<u>01/01/2009</u>	<u>N19</u>	<u>M12</u>
4567	MEDICAL DIRECTOR,MD,MENTAL HEALTH	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	<u>E24</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E24</u>
4574	MEDICAL DIR,MD,MENTAL HEALTH(UC)	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	<u>E24</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E24</u>
4565	MEDICAL DIRECTOR,PUBLIC HEALTH PROG	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	<u>E26</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E26</u>
4577	MEDICAL DIR,PUBLIC HEALTH PROG(UC)	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	<u>E26</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E26</u>
5492	MENTAL HEALTH CLINICAL DIST CHF,MD	01/01/2006	N19	M07
		10/01/2006	N19	M07
		<u>01/01/2008</u>	<u>N42</u>	<u>E11</u>
		<u>01/01/2009</u>	<u>N42</u>	<u>E11</u>
5422	PHYSICIAN,MD,EMERGENCY ROOM	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	
5421	PHYSICIAN,MD,OT	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	

5478	SENIOR PHYSICIAN,MD	01/01/2006	N19	
		10/01/2006	N19	
		<u>01/01/2008</u>	<u>N19</u>	
		<u>01/01/2009</u>	<u>N19</u>	
4737	SUPVG MENTAL HEALTH PSYCHIATRIST	01/01/2006	N19	M11
		10/01/2006	N19	M11
		<u>01/01/2008</u>	<u>N42</u>	
		<u>01/01/2009</u>	<u>N42</u>	

SECTION 28. Section 6.28.050-25 (Notes to Section 6.28.050) is hereby amended to read as follows:

6.28.50-25 Notes to Section 6.28.050.

...

Note 42. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 4 of Chapter 6.08 of this title. The rate or rates established by this provision constitute a base rate.

...

SECTION 29. Section 6.52.010 (Department of Coroner) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
5405A	4	CHIEF MEDICAL EXAMINER-CORONER

SECTION 30. Section 6.52.010 (Department of Coroner) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>5405L</u>	<u>1</u>	<u>CHIEF MEDICAL EXAMINER-CORONER</u>

SECTION 31. Section 6.78.350 (Department of Health Services – Additional information) is hereby amended to read as follows:

6.78.350 Additional information.

...

L. ~~Compensation of Certain Positions. Notwithstanding any other provision of the County Code, the director of health services, for recruitment purposes, may establish the compensation of any of the following positions at the time of initial appointment at a rate up to 50 percent above the rate shown in Section 6.28.050 which is effective on the date of appointment. Such compensation when established shall be the initial flat rate per month.~~

Item No.	Title
4552	Chf Dep Dir, HS, Clinical & Med. Affairs (UC)

~~Thereafter, the flat rate per month for the above positions shall be increased by the percentage adjustment factor provided by this section on the effective dates shown below.~~

Percentage Adjustment Factor	Effective Date
2.5 Percent	January 1, 2006
4 Percent	October 1, 2006
2.75 Percent	July 1, 2007
3 Percent	January 1, 2008
2.75 Percent	July 1, 2008
3 Percent	January 1, 2009

For recruitment and retention purposes for the position of Chief Deputy Director Health Services, Clinical and Medical Affairs (UC), Item No. 4552 only, the Director of Health Services may, with the prior approval of the Board of Supervisors or the Chief Executive Officer, also provide, in addition to those benefits specified by the County Code, an amount equal to up to six months' salary at the then current rate upon the termination, by the director, of the appointment to the unclassified position. The termination benefit authorized under this section is payable only upon the separation from service of the Chief Deputy Director Health Services, Clinical and Medical Affairs

(UC). The termination benefits shall be inapplicable: (1) if the employee does not complete one year of service in that position prior to such termination; (2) if the employee has been charged with and is convicted of a felony or any crime involving misconduct relating to County employment; or (3) if the employee exercises return rights to the classified service pursuant to section 33.6 of the County Charter.

The rate or rates established by this provision constitute a base rate.

...

SECTION 32. Pursuant to Sections 25123 (f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after January 1, 2008, it shall be construed and applied as if it were effective and operative on and after January 1, 2008.

[608190PCCAO]